

*Employers . . .
meet your needs for a
skilled work force!*



Gray Davis
GOVERNOR

Stephen J. Smith
SECRETARY
LABOR AND WORKFORCE
DEVELOPMENT AGENCY

SPONSORED BY

Employment Development Department
Senior Worker Advocate Office
and
California Department of Aging
and Senior Community Service Employment
Program Partners

ANNUAL EVENTS

"National Employ the Older Worker Week"
(Last full week in September)

"National Older Americans Month"
(May)

"Governor's Older Worker and Exemplary
Employer Awards "
(May)



The organizations listed above are recipients of federal and state funds, are equal opportunity employers/programs, and are subject to Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA). You can obtain information about accommodations for disabilities by contacting the respective local office.

Employers...

Hire an
Older
Worker



Ability is
Ageless



Hire an Older Worker...



The Older Worker

A trained older workforce is vital to today's economy.

Nearly 45% of Californians in the labor force are age 40 or older. The number of workers 45 to 54 will increase more than 50% by the year 2006.

At the same time, the rate of younger workers entering the

job market is diminishing, creating a greater need to employ the older worker.

Employers who hire older workers find that these employees:

- ◆ Understand the importance of customer service
- ◆ Respond positively to new technology
- ◆ Are innovative
- ◆ Exhibit good judgement
- ◆ Are less likely to be involved in work related accidents
- ◆ Are committed to their employers
- ◆ Demonstrate excellent attendance
- ◆ Are likely to stay on a long-term basis



Your Resources for Hiring

Employment assistance from the following three sources save employers' valuable time and money with no-fee personnel services:

One-Stop Career Centers —

www.edd.ca.gov/onestop. These local centers provide employment resources. You will find specialists that know the labor market and can help you in recruitment and hiring. Two additional resources available are:

CalJOBSSM — www.caljobs.ca.gov. This automated system helps facilitate the match between the employer and the older worker. It allows the employer to carefully prescreen employee resumes so that you need only consider those job seekers who meet your specific job requirements. Further, you are able to specify when, where, and how many applicants you see. You make the choice to hire full-time, temporary, or part-time help when you need it.

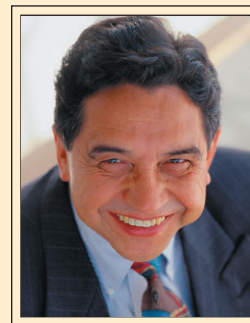
Experience Unlimited Job Clubs — Sponsored by the Employment Development Department (EDD), Job Clubs give employers the opportunity to place job leads for technical, managerial, sales, and executive positions to connect directly to the best source of candidates. For the Job Club nearest you, visit the website at www.edd.ca.gov/eddswh.htm or call (916) 654-6502.

For additional information about EDD's programs and services, visit our website at: www.edd.ca.gov

California Department of Aging — If you are seeking workers who are mature, reliable, well-trained, productive, and have current job experience, contact the Senior Community Service Employment Program (SCSEP), through local Area Agencies on Aging at 1-800-510-2020 or visit the Department's website at: www.aging.ca.gov.

Eligible older workers, age 55 and over, receive counseling, support services, training, and job experience to prepare for employment in the open job market. Depending on the needs of the community, they are trained in a wide variety of diverse fields, such as computers, home health care, child care, and security patrol.

The California Department of Aging also collaborates with various national SCSEP contractors located throughout California:



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